

2008-2009 PERFORMANCE PLAN – GENERAL COUNSEL (P. Mixon)

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule	1 st and 2 nd Quarter Status Update
35%	Leadership	<p>Demonstrate a commitment to leadership and ongoing communication within the Legal Office and Systemwide as follows:</p> <p>Officewide:</p> <ul style="list-style-type: none"> • Employee Performance and Development: By 6/30/09 ensure 90% completion rate for annual performance appraisals and employee development plans. • 360 Feedback Process: By 6/30/09 achieve 100% participation in the 360° evaluation process by Legal office managers. • Employee Mentoring and Recognition: By 6/30/09 take proactive steps to coach and mentor employees, provide succession planning, and acknowledge staff (e.g. through activities such as providing training and development opportunities, holding recognition events, and effectuating the transfer of knowledge) <p>Systemwide:</p> <ul style="list-style-type: none"> • Internal Client Service: By June 30, 2009, conduct survey of Legal Office and internal CalPERS clients to assess effectiveness, quality and timeliness of Legal Office services and obtain an above average satisfaction rating of all completed client evaluations. <p>Diversity:</p> <ul style="list-style-type: none"> • By June 30, 2009, consistent with CalPERS Diversity Policy, develop and implement a plan, which includes outreach, to assure that external counsel opportunities are available to all qualified legal firms. 	From Schedule	<ul style="list-style-type: none"> ○ On target. More than 60% have been completed. ○ On target. Many managers are still receiving feedback. ○ On target. Managers continue to meet periodically to discuss ways on how to improve morale, mentoring, recognition and open communication. Staff are encouraged to attend job related training classes and conferences. ○ On target. Meetings have been scheduled with clients in the months of February and March. ○ On target.
25%	CalPERS Enterprise-wide Projects	<p>Emerging Legal Developments: Provide the Board and CEO with reports, analysis and recommendations on emerging and active legal developments, including potential and ongoing litigation, related to public pension plans and shareowner rights.</p> <p>Privacy and Information Security Objective: Successful implementation of the CalPERS Enterprise Privacy and Security Program by June 30, 2009 will be measured by the following key milestones:</p> <ul style="list-style-type: none"> • By December 31, 2008, identify all security and privacy activities that may impact the security and confidentiality of CalPERS physical, informational, and/or financial assets. • By December 31, 2008, identify all resources required to ensure successful implementation. 	From Schedule	<p>Continues to be on-going.</p> <p>Completed:</p> <ul style="list-style-type: none"> ○ Clarified the policy related to external exchanges of information. ○ Developed an integrated, centralized breach process that focuses on risk identification and mitigation, and centralization of policies and practices. ○ Developed a Governance and structured decision making process. ○ Developed an internal fax policy related to the use and transmission of confidential information. ○ Implemented an automated tool designed to

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Qualitative Performance Measures (cont.)

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	CalPERS Enterprise-wide Projects (cont.)			<p>identify and quarantine the transmission of confidential information via e-mail.</p> <ul style="list-style-type: none"> Developed and obtained approval of a request to establish a CEAll position to manage and implement a Privacy and Security Program within CalPERS. New Information Security Officer hired to fill this position.
20%	Pension System Resumption (PSR) Project	<p>Provide ongoing legal advice and counsel to facilitate the successful completion of the project objectives as defined for fiscal year 2008-09.</p> <p>The Pension System Resumption (PSR)/ Enterprise Transition Management (ETM) and Public Employer Readiness Team (PERT) Projects will be on track for operational implementation by Spring 2010 as measured by the following key milestones:</p> <ul style="list-style-type: none"> By September 30, 2008, approve the revised ETM Project scope, budget and staffing plan and complete initial organizational readiness assessment. By December 30, 2008, <u>By March 31, 2009,</u> ensure PSR design activities are on schedule and the second ETM Change Readiness Assessment is complete. By March 31, 2009, ensure implementation of new IT operational processes critical to PSR at "go live" is on schedule and the third Change Readiness Assessment is complete. By June 30, 2009, ensure scheduled PSR development activities, the Employer Education Web Conference Series and regulatory changes required to support PSR are complete; ensure final completion of ETM Change Readiness Assessment and the Organization Readiness Plans. <u>To be completed in 2009/2010: ensure completion of third Change Readiness Assessment; ensure final completion of ETM Change Readiness Assessment and the Organization Readiness Plans.</u> 	From Schedule	<p>The revised ETM Project scope and budget were approved by the Board on September 17, 2008. The Project schedule was re-baselined on September 30. The Project team presented the Division-specific Change Readiness Assessment (CRA) findings and recommendations to each Division Chief. The Enterprise level results were presented to the Business Owners Committee (BOC) on September 18, 2008 and to the Steering Committee on September 24, 2008. In addition, Branch level summaries were presented to the Assistant Executive Officers to ensure awareness and engagement at all levels.</p> <p>The Detailed Design requirements were approved for all PSR business functions on November 30, 2008, with three exceptions. The Detailed Design requirements for Death Benefits and the Contact Center services are on schedule to be complete by December 12. The Detailed Design requirements for PSR to integrate with the PeopleSoft Financial System will be scheduled upon approval of the Financial System Integration Project (FSIP) budget, which is expected with the Mid-Year</p>

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Qualitative Performance Measures (cont.)

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	Pension System Resumption (PSR) Project (cont.)			<p>Budget Review in December. The analysis and survey questions are being developed for the second Change Readiness Assessment (CRA); the second ETM Change Readiness Assessment is scheduled to be conducted in January.</p> <p>The approach for implementing the IT operational processes is being discussed with ITSB Leadership. The activities required for PSR "go live" are on target to be implemented by March 31, 2009. On schedule.</p> <p>The PSR development activities are currently on schedule to be complete by June 30, 2009. This schedule is expected to change based on the approval of the FSIP Project Budget in December. The Employer Education Web Conference Series is on schedule for completion by June 30, 2009. One regulatory change is necessary to support PSR; it mandates the formats Employers may use to submit payroll contributions to PSR. Other changes are recommended, but not critical; they include the use of Electronic Funds Transfers (EFT) for Employer payments, changes to Employer payroll deadlines, and revisions to administrative fees. These changes are in draft status and are expected to be complete by June 30, 2009.</p> <p>The preliminary Division Transition Plans and final Change Readiness Assessments are on schedule for completion by June 30, 2009.</p>

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Qualitative Performance Measures (cont.)

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20%	Special Projects	<p>Throughout the fiscal year complete all tasks assigned by the Board or the Chief Executive Officer by the deadlines assigned.</p> <ul style="list-style-type: none"> By March 31, 2009, working with the Board President and Board members, develop a plan for redefining the General Counsel's role and reporting relationships. By June 30, 2009, working with INVO, ECOM, and OAS, develop new processes for AIM, Real Estate, Infrastructure, and Forestland. 	From Schedule	<ul style="list-style-type: none"> Ongoing. On target. Met with INVO and OFAS. Instituted new legal review and documentation process.
100%	Total	Qualitative Measures		